

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
**RC PETITION**

DO NOT WRITE IN THIS SPACE	
Case No. <b>12-RC-200160</b>	Date Filed <b>JUNE 6, 2017</b>

**INSTRUCTIONS:** Unless e-Filed using the Agency's website, [www.nlr.gov](http://www.nlr.gov), submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

**1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE** - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer <b>Ranger America Armored Services</b>		2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code) <b>PO Box 29105 San Juan P.R. 00929-0150</b>	
3a. Employer Representative - Name and Title <b>Juan Bravo II - President</b>		3b. Address (If same as 2b - state same) <b>Same</b>	
3c. Tel. No. <b>787-999-6060</b>	3d. Cell No.	3e. Fax No. <b>787-999-6050</b>	3f. E-Mail Address
4a. Type of Establishment (Factory, mine, wholesaler, etc.) <b>Security Services</b>		4b. Principal product or service <b>Guards</b>	
5a. City and State where unit is located: <b>San Juan</b>		5b. Description of Unit Involved <b>All regular full and part-time armed and unarmed armored transportation drivers, all armed and unarmed armored transportation messengers and all US Infantry technical services personnel that works for the above employer that work at the US Infantry facility.</b> <b>Excluded: All other employees and managers confidential employees, regular facility guards and non Ranger American Armored Services and Supervisors as defined by the Act.</b>	
6a. No. of Employees in Unit: <b>79</b>		6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

Check One: ☐ 7a. Request for recognition as Bargaining Representative was made on (Date) \_\_\_\_\_ and Employer declined recognition on or about (Date) \_\_\_\_\_ (If no reply received, so state).  
☐ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (If none, so state). <b>N/A</b>		8b. Address <b>N/A</b>	
8c. Tel. No. <b>N/A</b>	8d. Cell No. <b>N/A</b>	8e. Fax No. <b>N/A</b>	8f. E-Mail Address <b>N/A</b>
8g. Affiliation, if any <b>N/A</b>		8h. Date of Recognition or Certification <b>N/A</b>	
8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year) <b>N/A</b>			

9. Is there now a strike or picketing at the Employer's establishment(s) involved? **N/A** If so, approximately how many employees are participating? **N/A**  
(Name of labor organization) **N/A** has picketed the Employer since (Month, Day, Year) **N/A**

10. Organizations or individuals other than Petitioner and those named in Items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)

10a. Name <b>N/A</b>	10b. Address <b>N/A</b>	10c. Tel. No. <b>N/A</b>	10d. Cell No. <b>N/A</b>
		10e. Fax No. <b>N/A</b>	10f. E-Mail Address <b>N/A</b>

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.

11a. Election Type: <input checked="" type="checkbox"/> Manual <input type="checkbox"/> Mail <input type="checkbox"/> Mixed Manual/Mail	11b. Election Date(s): <b>June 21, 2017</b>	11c. Election Time(s): <b>5:00am - 9:00 am and 1:00 pm - 3:00 pm</b>	11d. Election Location(s): <b>Ranger American Armored Headquarters at US Infantry San Juan.</b>
12a. Full Name of Petitioner (including local name and number) <b>Unión de Profesionales de la Seguridad Privada y Transporte de Valores</b>		12b. Address (street and number, city, state, and ZIP code) <b>PO Box 29146, San Juan P.R. 00929-0146</b>	
12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state) <b>N/A</b>			

12d. Tel. No. <b>N/A</b>	12e. Cell No. <b>787-449-0152</b>	12f. Fax No.	12g. E-Mail Address <b>upsptv@gmail.com</b>
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13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

13a. Name and Title <b>Josue Montijo</b>		13b. Address (street and number, city, state, and ZIP code) <b>PO Box 29146 San Juan P.R. 00929-0146</b>	
13c. Tel. No. <b>(787) 449-0152</b>	13d. Cell No.	13e. Fax No. <b>N/A</b>	13f. E-Mail Address <b>upsptv@gmail.com</b>

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) <b>Josue Montijo</b>	Signature <b>[Signature]</b>	Title <b>Coordinador UB</b>	Date <b>June 6, 2017</b>
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WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**  
Solicitation of the information on this form is authorized by the National Labor Relations Act, 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

RECEIVED  
NLRB  
REGION 24

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**STIPULATED ELECTION AGREEMENT**

**Ranger American Armored Services**

**Case 12-RC-200160**

The parties **AGREE AS FOLLOWS:**

**1. PROCEDURAL MATTERS.** The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

**2. COMMERCE.** The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

The Employer, Ranger American Armored Services, Inc., is a Puerto Rico corporation with an office and place of business at Lodi 60, Marginal Urb. Villa Capri, Rio Piedras, Puerto Rico, and is engaged in the transport of valuables and legal tender. During the past 12 months, in conducting its business operations, it purchased and received goods and materials in excess of \$50,000 from points and places outside of the Commonwealth of Puerto Rico and caused them to be delivered to its place of business in San Juan, Puerto Rico. During the same period the Employer has gross revenues in excess of \$500,000.

**3. LABOR ORGANIZATION.** The Petitioner is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

**4. ELECTION.** A secret-ballot election under the Board's Rules and Regulations shall be held under the supervision of the Regional Director on the date and at the hours and places specified below.

**DATE:** Thursday, June 29, 2017.    **HOURS:** 5:00 a.m. to 9:00 a.m.  
and  
1:00 p.m. to 3:00 p.m.

**PLACE:** Operators locker room at the Employer's facility located at Lodi 605, Marginal Urb. Villa Capri, Rio Piedras, PR 00924.

If the election is postponed or canceled, the Regional Director, in his or her discretion, may reschedule the date, time, and place of the election.

**5. UNIT AND ELIGIBLE VOTERS.** The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

**Included:** All regular full-time and part-time unarmed transportation drivers, armed transportation messengers, armed ATM technicians that work for the employer at its facility on 65<sup>th</sup> Infantry Avenue, in San Juan, Puerto Rico.

**Excluded:** All other employees, clerical, regular facility guards, non-Ranger American Armored Services, confidential, professional, managerial, and supervisors as defined in the Act.

Initials: 

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending June 4, 2017**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls or by mail as described above in paragraph 4.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

**6. VOTER LIST.** Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. The Employer must also include, in a separate section of that list, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The list must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the list must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the list on all parties.

**7. THE BALLOT.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

The question on the ballot will be "Do you wish to be represented for purposes of collective bargaining by Unión de Profesionales de la Seguridad Privada y Transporte de Valores?" The choices on the ballot will be "Yes" or "No"

**8. NOTICE OF ELECTION.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

**9. NOTICE OF ELECTION ONSITE REPRESENTATIVE.** The following individual will serve as the Employer's designated Notice of Election onsite representative: Viviana Vilanova, Director Human Resources, E-mail: [vvilanova@rangeramerican.com](mailto:vvilanova@rangeramerican.com), Tel. 787-999-6031.

Initials: 

**10. ACCOMMODATIONS REQUIRED.** All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

**11. OBSERVERS.** Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

**12. TALLY OF BALLOTS.** Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

**13. POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

Ranger American Armored Services, Inc.  
(Employer)

Unión de Profesionales de la Seguridad  
Privada y Transporte de Valores  
(Petitioner)

By \_\_\_\_\_  
(Name) (Date)

By [Signature] 12/june/17  
(Name) (Date)

Recommended: [Signature] 6/12/17  
HIRANICE CARRASQUILLO-DIAZ, Field  
Examiner (Date)

Date approved: JUNE 12, 2017

[Signature] Acting  
Officer in charge  
Acting Regional Director, SubRegion 24  
National Labor Relations Board

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NATIONAL LABOR RELATIONS BOARD  
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**10. ACCOMMODATIONS REQUIRED.** All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

**11. OBSERVERS.** Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

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**13. POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

Ranger American Armored Services, Inc.  
(Employer)

Unión de Profesionales de la Seguridad  
Privada y Transporte de Valores  
(Petitioner)

By [Signature] June 12, 2017  
(Name) (Date)

By \_\_\_\_\_  
(Name) (Date)

Recommended: [Signature] 6/12/2017  
HIRANICE CARRASQUILLO-DIAZ, Field  
Examiner (Date)

Date approved: June 12, 2017

[Signature] Acting Officer in Charge  
Acting Regional Director, SubRegion 24  
National Labor Relations Board

Date Filed

Jun 6, 2017

**RANGER AMERICAN ARMORED SERVICES, INC.**  
Employer

and

**UNION DE PROFESIONALES DE LA SEGURIDAD PRIVADA  
Y TRANSPORTE DE VALORES**

**Petitioner**

Case No. 12-RC-200160

Date Issued 06/29/2017

City RIO PIEDRAS

State PR

**Type of Election:**  
(Check one:)

**(If applicable check  
either or both:)**

☒ Stipulation

☐ Board Direction

☐ Consent Agreement

☐ RD Direction  
Incumbent Union (Code)

☐ 8(b) (7)

☐ Mail Ballot

## TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

**1. Approximate number of eligible voters**

## 2. Number of Void ballots

3. Number of Votes cast for

**UNION DE PROFESIONALES DE LA SEGURIDAD PRIVADA Y TRANSPORTE DE VALORES**

4. Number of Votes cast for

XX

XX

XX

**5. Number of Votes cast for**

XX  
XX  
XX

**6. Number of Votes cast against participating labor organization(s)**

7. Number of Valid votes counted (sum 3, 4, 5, and 6)

**8. Number of challenged ballots**

**9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8)**

10. Challenges are (not) sufficient in number to affect the results of the election.

11. A majority of the valid votes counted plus challenged ballots (Item 9) has ~~not~~ been cast for

## SEGURIDAD PRIVADA Y TRANSPORTE DE VALORES

UNION DE PROFESIONALES DE LA

For the Regional Director Subregion 24

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For Employer

For Petitioner

For



**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12**

**RANGER AMERICAN ARMORED  
SERVICES, INC.**

**Employer**

**and**

**Case 12-RC-200160**

**UNIÓN DE PROFESIONALES DE LA  
SEGURIDAD PRIVADA Y TRANSPORTE DE  
VALORES**

**Petitioner**

**TYPE OF ELECTION: STIPULATED**

**CERTIFICATION OF REPRESENTATIVE**

An election has been conducted under the Board's Rules and Regulations. The Tally of Ballots shows that a collective-bargaining representative has been selected. No timely objections have been filed.

As authorized by the National Labor Relations Board, it is certified that a majority of the valid ballots has been cast for Unión de Profesionales de la Seguridad Privada y Transporte de Valores and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit:

**Unit:** Included: All regular full-time and part-time unarmed transportation drivers, armed transportation messengers, armed ATM technicians that work for the employer at its facility on 65th Infantry Avenue, in San Juan, Puerto Rico; excluding: all other employees, clerical, regular facility guards, non-Ranger American Armored Services, confidential, professional, managerial, and supervisors as defined in the Act.



July 20, 2017

*David Cohen*

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DAVID COHEN  
Regional Director, Region 12  
National Labor Relations Board  
201 East Kennedy Boulevard, Suite 530  
Tampa, FL 33602-5842

Attachment: Notice of Bargaining Obligation